NOTES

WHAT THE LAWMAKERS DID FOR THE WORKINGMAN IN 1905

Of the forty-three states and territories that had regular sessions of their legislatures in 1905, in forty-one legislation was enacted which falls within the classification of what may be considered as labor laws. Just what shall be included under that term is not easy to determine; and it may well be considered both rash and superfluous to attempt a definition, in view of the fact that the highest courts of the state of New York and of the nation were recently unable to agree, either among themselves or with each other, on the question of whether a law undertaking to regulate the hours of labor in bakeries should be viewed as a health regulation or as an effort to control the conditions of the employment of labor.

There is a body of statutes that have large incidence on the working classes, whether because of their economic condition—as, for instance, laws regulating the purchase of goods on the instalment plan—or because they may affect certain possible actions of workmen, as laws against injuring railroad or telegraphic communication. These and similar enactments have sometimes been reproduced under the head of labor laws, but such an extension of the term leads to vagueness, and furthermore can hardly be said to comport with the idea of a capable and law-abiding class of society. Provisions of law that in some direct sense affect employers and employees as such, or that determine the rights, duties, or liabilities of these classes, even though enacted with a view to other ends, may properly be considered under such a head; while obviously the intention of a legislature to enact a law of the kind indicated would warrant its classification as such, even though it proves in effect to be a dead letter, as has not infrequently occurred.

Employers' liability.—Assuming that this very general statement will suffice to indicate the main content of the present summary, it will be natural to inquire first as to the legislation regulating the responsibility of the employer for the working conditions of his employees, and the liability devolving upon him for improper provision.

Perhaps Montana makes the most noteworthy extension of the law of the liability of employers, providing (chap. 23)[1] for the liability of the operator of any mine, smelter, or ore-refining works for damages resulting from the negligence of any foreman, shift boss, hoisting or other engineer, or craneman; and (chap. 1) abrogating entirely the defense of fellow-service in actions for injuries incurred in the operation of railroads. The act first named declares that no insurance or other indemnity contract made prior to the accident shall be a bar to action, while the latter provides against restrictive agreements. In both, provision is made for the survival of the action in case of the death of the injured party.

The Missouri legislature extended the law of that state fixing the liability of railroad companies for injuries to employees so as to include terminal companies and street railways in its provisions (p. 138). It also (p. 135) explicitly grants to the heirs or representatives of deceased employees a right of action against the employer, where the injury causing death was received in service, even though the accident resulted from the negligence of a co-employee. This amendment, like the one above, makes the law include street and terminal railways as well as other common carriers.

The legislature of Texas passed a law (chap. 163) restricting the defense of the assumption of risk in cases of injury incurred in the operation of steam and electric roads; while Wisconsin (chap. 303) abolishes that defense where employers have failed to provide statutory guards for machinery and appliances. The safety appliance law of Illinois, noted below, abolishes the two defenses of contributory negligence and assumption of risk where railroad companies fail to comply with the requirements of the law. Kansas (chap. 341) amends her law on the subject of actions in employers' liability cases against railroad companies by making the limitation begin to run only after an injured employee has been discharged from any hospital in which he may be, if such hospital is provided by the railroad company or is under its care.

A law not coming strictly within the class of the above, but intended to aid in the solution of the problems presented by the same conditions, was enacted by the Illinois legislature (p. 293),

[1] References are, in most cases, to the serially numbered chapters or acts as published in the volumes of the session laws for the year. In the case of Georgia, Illinois, and Missouri, however, the references are to the page of the volume referred to, as there is in these instances no consecutive numbering of the acts.

providing for the organization of mutual casualty insurance companies for the purpose of protecting members against loss in consequence of accidents or casualties of any kind to employees or others. Membership is restricted to those engaged in the same class of business as the incorporators of the company.

Actions for injuries.—A class of laws that undertake to make more explicit the doctrine according to which employers are held to be generally responsible for the acts of their employees, and which are commonly interpreted as affecting the claims of injured workmen, are those that relate to actions for personal injuries. Nevada enacted such a law last year (chap. 142), declaring the liability of the employer to "any person suffering personal injury by the wrong or neglect of an employee." The removal of the common-law bar to action where the injury resulted in death, has already been effected in nearly every jurisdiction of the country, but Missouri (p. 137), Nevada (chap. 148), and South Carolina (No. 471) each made some amendment last year to their laws on this subject.

Railroad labor.—That the occurrence of accidents on railroads whereby personal injury or loss of life is occasioned shall be reported to the proper authorities is provided by a Minnesota law (chap. 122), while South Carolina (No. 419) amended her law on the same subject, making its requirements more stringent and effective.

Other laws applicable to the conditions of railroad labor are two acts of the Illinois legislature, one (p. 349) providing for an inspector of safety appliances on railroads and prescribing his duties, and the other (p. 350) requiring common carriers within the state to equip their cars and locomotives with train brakes, automatic couplers, grab irons, etc. Switch lights and derailing switches at prescribed points are made obligatory on railroads in the state of Texas (chap. 56); while in Arkansas (No. 179), Kansas (chap. 356), Wisconsin (chap. 348), and Wyoming (chap. 81) provisions are made against injuries from obstructions over railway tracks, either by prescribing the height of wires, etc., crossing the tracks, or by requiring the erection of tell-tales. The Wyoming statute also regulates the size and the mode of securing telegraph poles along the right of way of railroads.

Arkansas enacted a novel law (No. 233), requiring railroad companies to erect shelters at division points for the benefit of their employees.

Inspection of steam boilers etc.—State inspection of stationary engines and boilers is common, but New York (chap. 611) extends such inspection to locomotive boilers as well. New Hampshire (chap. 50) passed a law providing for the inspection of steam vessels, while the United States law on that subject received three amendments at the session of last year (33 Stat. L., pp. 1023, 1027, and 1028). The legislature of Massachusetts passed a new law (chap. 472) on the subject of the inspection of steam boilers, applicable to those above three horse-power, other than locomotives, boilers in private residences, and those used for agricultural and like purposes.

Construction, etc., of buildings.—The dangers incident to the erection, repair, and painting of buildings are sought to be avoided by an act of the Kansas legislature (chap. 527) relating to the construction of scaffolds, etc., used in such work. California (chap. 573) and Wisconsin (chap. 250) amend their laws on the same subject. The Wisconsin statute also provides for the laying of floors as the building progresses.

Factory inspection, etc.—Factory inspection may relate to either the prevention of accidents or the maintenance of sanitary conditions. Wisconsin (chap. 338) provides for additional inspection force to make more effective existing laws, and extends its law (chap. 147) as to blowers for emery wheels or belts so as to include those in use in any part of a factory, and not merely those in a polishing-room as heretofore. Washington (chap. 84) repealed the former law of the state on inspection, and enacted a new one covering the ground of guards for dangerous machinery, ventilation and sanitary conditions, trap doors, etc., for well holes and stairways, and providing for actions by employees injured through the disregard of these regulations by their employers. The statement of the duty of the commissioner of labor, and of the methods of inspection, notification, and enforcement, makes the new law much more complete than was the superseded act. The Pennsylvania legislature also (chap. 226) makes an important and extensive revision of its factory-inspection law, including the subjects of sweat-shops, bakeries, etc.

An act of the Connecticut legislature (chap. 140) providing for toilet-rooms in foundries, of New Jersey (chap. 102) relative to the inspection of bakeries, and of Tennessee (chap. 159) amending the law of that state on the latter subject complete for this year the list of laws under this head, unless we include the Massachusetts

amendment (chap. 238) to her sweatshop law, which makes obligatory the keeping of a register of the names and addresses of all persons hired to do work outside the premises occupied by the person or corporation giving out garments to be made, repaired, or finished.

Fire-escapes on factories are required by a West Virginia statute (chap. 76); while farm labor is afforded a degree of protection by a Wisconsin law (chap. 296), which orders the placing of guards on corn-huskers and shredders.

Street railways.—A form of protection which affects the health and comfort of a rapidly increasing body of workingmen is that secured by the use of screens or vestibules on electric cars, for the benefit of motormen. Laws requiring such devices were enacted for the District of Columbia (33 Stat. L., p. 1001), Maine (chap. 31), and Kings and Queens Counties, New York (chap. 453).

Mine regulations.—The regulation of the working conditions of miners is one of the most fruitful subjects of legislation in those states in which the mining industry is prominent, and every year sees additions and alterations affecting the body of laws relating thereto. Indiana (chap. 50) repealed all enactments of previous years, and undertook to provide a complete and harmonious code covering the employment of mine labor and the operation and inspection of mines in that state. Arkansas (No. 225), Michigan (No. 100), and Utah (chap. 122) also made important revisions of their laws on the inspection of coal mines. Five acts of the Illinois legislature (pp. 324, 325, 328, 329, and 330), and three of Kansas(chaps. 214, 304, and 305), relate to the same subject. The principal changes are in the Arkansas statute, making the inspection regulations of that state apply to mines employing ten men within the twenty-four hours, instead of to those employing a minimum of twenty, as under the former law; in that of Illinois regulating blasting, and directing the employment of shot-firers; and in the Kansas law requiring an escape shaft in mines employing ten men, instead of a minimum of twenty-five as heretofore. Arkansas (No. 219) requires coal to be weighed before screening where weight is the basis of payment of miners. Provision is also made for the more accurate determination of miners' earnings by the first-mentioned law of Kansas. Other states amending to a smaller extent their laws for securing the safety of workmen in mines are Missouri (p. 237), Nevada (chap. 98), and Wyoming (chap. 61).

In Minnesota the organization of a mine-inspection force was

provided for (chap. 166), and West Virginia (chap. 46) revised and re-enacted her law creating a department of mines, charged with the duties of inspection.

Examination and licensing of workingmen.—In a number of states statutes have been enacted within a few years past requiring the passing of an examination and the procuring of a license before certain classes of workingmen could engage in the employments affected.

Plumbers are most commonly subjected to this requirement, and Maine (chap. 71) and Washington (chap. 66) last year joined the number of states placing restrictions on this class of artisans.

Laws providing for the licensing of steam engineers come next in frequency in this group of statutes. Nevada passed a new law (chap. 112) on this subject, while Massachusetts (chap. 310), New Hampshire (chap. 50), and Pennsylvania (No. 75) added to or otherwise amended their existing legislation theron.

One of the most popular laws of this class with the legislators of a few years past seemed to be the one requiring barbers to procure licenses before offering the public their services. The only legislation on the subject last year, however, was an amendment by Connecticut (chap. 189) of her law, and the repeal by the Kansas legislature (chap. 70) of the law of that state requiring such license.

The only remaining instance of this kind of legislation was in Hawaii (No. 46), where horseshoers must now pass an examination and secure license as a condition to carrying on their trade.

Public service.—The determination of the qualifications for engaging in public service is considered in a Wisconsin statute (chap. 363), which provides for a civil-service system in the employment of public servants, including a "labor class;" while a law of New Mexico (chap. 124) directs a preference for local labor in the engagement of laborers on public works in the territory. Arkansas (No. 270) requires public printing to be done within the state. Other acts on the subject will be referred to under the heading of "Hours of Labor."

Relations of employer and employee.—The respective rights of the employer and the employee as parties to a contract were considered in a number of acts. Thus in New Mexico (chap. 37) provisions were made for the punishment of persons who secure advances from a would-be employer on the strength of a contract

of employment, and afterward fail to perform the work agreed upon; while Missouri (p. 178) gives an employee, whether discharged or voluntarily leaving the service of a corporation, if such service has continued not less than ninety days, the right to demand from the superintendent or manager of the employing corporation a certificate setting forth the nature and duration of such service, and the cause of its termination.

In Arkansas (No. 214) and Nevada (chap. 150) the use of a blacklist by employers is prohibited. The Colorado legislature re-enacted a law (chap. 79) to the same effect, prohibiting also the maintenance of pickets, the ticketing or placarding of works, mines, or buildings, or otherwise conducting what is usually known as a boycott; while a Utah statute (chap. 16) makes threats of bodily harm or of destruction of property for the purpose of intimidating employees a misdemeanor.

A new line was added to labor-law indexes about two years ago, "bribery of employees," and the law seems to have met immediate approval. Connecticut (chap. 99), Michigan (No. 210), New York (chap. 136), Rhode Island (chap. 1219), South Carolina (No. 467), and Wisconsin (chap. 129) each last year declared by their legislatures that the corrupt giving of a gift or gratuity to an employee with the purpose of influencing his action in relation to his employer's business, shall be an offense. These laws also forbid the solicitation or receipt of such gift or bribe by the employee. In Washington (chap. 158) only the act of soliciting or receiving by the employee is prohibited. In most cases the acceptance of a bonus or tip by employees intrusted with the duty of purchasing goods comes within the interdiction of the statutes mentioned.

In Arkansas, one enticing farm laborers from their employment, in addition to former penalties, is made liable (No. 298) for any advances the employer may have made the employee.

The regulation of agencies for procuring employment or furnishing labor was considered by several legislatures. California (chap. 145) requires agents reasonably to assure themselves of the conditions of the employment offered before proposing engagements therefor, under penalty of reimbursement for losses incurred through misrepresentation. In Connecticut (chap. 271) the fee is limited to 10 per cent. of the first month's wages, and acceptance of a position is made to bind the acceptor to a payment of the fee

regardless of the period during which such position is retained.[2] An amendment (p. 129) of a Missouri statute provides punishment for sending female applicants for employment to places of immoral resort. A license tax of five hundred dollars is put on emigrant agents in Hawaii (No. 57), the term being defined as agents engaging laborers to go out of the territory to engage in service, which is, of course, a practical prohibition of such an undertaking.

The state assumes the function of an employment agency in Michigan (No. 37) and Minnesota (chap. 316) by the establishment of free public employment offices in cities having a population of fifty thousand or over.

A form of responsibility for their employees is forced upon the employers of labor in New Mexico (chap. 124) and Wyoming (chap. 52), the former having enacted a statute requiring employers of ten or more persons who are liable to payment of road taxes to furnish to the road overseers the names of such employees; while in the latter an employer may be made to pay such road tax for a delinquent taxed employee and reimburse himself by withholding wages in the amount so paid.

Intoxicating Liquors.—The interest of the employer in his employees is kept in view by acts of the legislatures of Hawaii (No. 67), New Hampshire (chap. 49), and Washington (chap. 62), by which the employer is given the power to forbid the sale of liquor to an employee, with right to recover from the seller for damages occasioned by the prohibited sale.

The laws of California (chap. 573) relating to the intoxication of railroad employees on duty, and of Wyoming (chap. 58) forbidding any intoxicated person to enter any mine, smelter, or metallurgical works or appurtenant buildings, and the bringing of intoxicants into such places, are added illustrations of a form of economic reckoning with the liquor problem.

Wages.—If the question of wages is an unsettled one as between the two parties engaged in production, it would seem to be no less so from the view-point of the legislator if we may judge from the fact that last year witnessed twenty-three separate enactments relating to various phases of the protection or disposition of wages.

[2] It may here be noted that a similar limitation of charges was recently held by the supreme court of California to be unconstitutional, as being an unwarranted restriction on a legitimate business. (Exparte Dickey, 77 *Pac. Rep.* 924.)

A number of these were amendments of minor importance. Assignments were the subjects of acts passed in Connecticut (chap. 78), Illinois (p. 79), Massachusetts (chap. 308), Minnesota (chap. 309), and Wisconsin (chap. 148). These relate chiefly to limitations and the recording of such assignments, though the Wisconsin law requires assignments by a married man to bear the signature of his wife; while in Illinois neither wife nor husband can assign wages without the signature of the other party. Kansas (chap. 523) extends her law as to the exemption of wages so as to protect those earned and payable outside the state, unless personal process is served; while the Tennessee law as to exemption is amended (chap. 376) so as to protect larger monthly earnings than were covered by the old law.

Utah (chap. 96) provides for the garnishment of the wages or salaries of public employees; while the United States, on the other hand (33 Stat. L., p. 811), elaborates on the provisions of a former law requiring contractors to give bonds to secure the wages of their employees on public works. Other laws relative to the wages of public employees are those of Kansas (chap. 477) restricting the rates of wages of workmen employed by the state printer to the standards of customary payment for such services in private establishments; and of California (chap. 505) making it a felony for any person employing laborers on public works to receive or retain for his own use any part of the wages due such laborers.

A statute of Arkansas (No. 143), amending its former law, forbids the payment of wages in scrip, the coercion of employees in choosing places of trade, and provides penalties for overcharges in company stores; while the Texas legislature (chap. 152) amended the law of that state relative to the payment of wages by means of orders payable in goods or merchandise, by striking out the proviso of the old law, and making the prohibition absolute in all cases. Washington (chap. 112) added to its law on this subject a provision requiring the immediate payment of employees quitting employment, whether voluntarily or by discharge, either in cash or in paper redeemable in cash on presentment at a place convenient to the employee. Arkansas also (No. 210) requires the immediate payment of wages due railroad employees at the termination of service. A Nevada law (chap. 106) prohibits the discounting by employers of time or labor checks issued by them. The Massachusetts law as to the payment of wages of employees in textile factories was

amended (chap. 304) so as to secure greater promptness and exactness in such payment; while the right of employees to a lien on the income of an employer failing to pay wages due is extended by an amendatory act (chap. 175) of the New York legislature. New Mexico (chap. 79) joins the quite extensive list of jurisdictions in which wages are a preferred claim in cases of the insolvency of an employer. In this territory the preference is allowed, however, only in case the employer is a corporation.

Hours of labor.—The question of the regulation of the hours of labor also claimed the attention of a number of legislatures. The eight-hour day for labor on public works is secured in Montana (chap. 50), while California (chap. 505) and Nevada (chap. 32) amended their laws making the same provision. Railroad labor was the subject of laws of Kansas (chap. 342) and Missouri (p. 112), which require that employees connected with the operation of trains in those states shall be allowed at least eight hours' rest after sixteen hours' consecutive service. Eight hours is made a day's labor for employees in mines, smelters, blast furnaces, etc., by a Colorado statute (chap. 119). The Montana legislature enacted a similar law (chap. 50), while Missouri (p. 236) extended to mining operations her previous law applicable to smelting, refining, and ore-reduction works. The Arkansas legislature made ten hours a legal day's work for employees in saw- and planing-mills (No. 49).

The hours of labor of drug clerks are limited to ten per day or sixty per week of six consecutive days by a California statute (chap. 34).

Sunday labor.—Somewhat related to the above is the question of Sunday labor, the law relative to which was revised and its prohibitions extended by an act of the Hawaiian legislature (No. 15). California, on the other hand (chap. 502), repealed her law forbidding barbers to ply their trade on Sunday.

Organized labor.—The interests of organized labor claimed the attention of the New Hampshire legislature, which provided (chap. 1) for the punishment of embezzling officers or agents of trades unions, whether such unions are incorporated or not. On the other hand, the act of the Arkansas legislature (No. 1), forbidding trusts and combinations to control the price of commodities, would appear to be broad enough to include labor combinations within its strictures. California (chap. 509), Nebraska (chap. 90), and Tennessee

(chap. 21) revised their laws on trade-marks of trades unions; while Arkansas passed a new law (No. 309) on that subject. The California statute added a section which makes it a misdemeanor to affix a stamp or label to any product so as to cause deception as to the nature of the labor employed thereon.

California also codified (chap. 437) the law of that state on co-operative business associations. The Minnesota law on this subject was slightly amended by two acts (chaps. 276, 313) of the late legislature.

Bureaus of labor.—State labor offices received but little attention last year. The California commissioner of labor was directed (chap. 113) to procure statistics of marriage, divorce, and crime. The reports of the Kansas bureau are to be annual instead of biennial as heretofore (chap. 279). A Washington statute (chap. 83) gives the commissioner of labor authority to employ such assistants as may be necessary for the discharge of the duties of the office; while the term of the Wisconsin commissioner is extended from two to four years (chap. 83).

Child labor.—The remaining legislation to be considered relates entirely to the employment of women and children, mainly the latter, and is one that received attention from the legislatures of twenty-one states and the territory of Hawaii last year. Some of these laws are general in their nature, and are in greater or less degree related to laws on compulsory school attendance. Others were enacted as a method of safeguarding morals, but no line of demarkation is apparent by which these may properly be excluded from the present summary, and they will therefore be mentioned here.

California (chap. 18) passed a general law restricting the hours of labor of minors under eighteen years of age to nine per day, forbidding the labor of children under sixteen between the hours of 10 P. M. and 6 A. M., and making the minimum age of employment fourteen years, except that by special permit and for reasons assigned a child of twelve may be allowed to labor. Registration, schooling certificates, etc., are required. The same legislature passed laws forbidding the sending of messengers under eighteen years of age to saloons, gambling-houses, and houses of prostitution (chap. 75), and revised its law as to the employments in which children are forbidden to be engaged (chap. 568). Delaware (chap. 123) limits the age of employment in factories, or other

places where the manufacture of goods is carried on, to fourteen years, the hours of labor of children under sixteen to nine per day, and requires registration and certificates for children under sixteen.

An Indiana enactment (chap. 169) provides for the punishment of employers keeping any child under fourteen at work (forbidden entirely in factories, mines, and mercantile establishments) for more than eight hours per day. Kansas (chap. 278) fixed the age limit for the employment of children at fourteen years, and prohibits the employment of those under sixteen in places dangerous or injurious to life, limb, health, or morals, and requires employers to procure certificates of age. Maine (chap. 123) joined in the long list of states forbidding the employment of children in enumerated dangerous or immoral occupations, while Massachusetts had three amendatory acts on the general subject of their employment (chaps. 213, 267, and 320), the last extending its law so as to require school attendance of illiterates up to sixteen years of age. In Michigan, existing prohibitions as to employment were extended (chap. 171) to include messenger service for children under fourteen, and other minor changes were made. The Missouri legislature enacted a compulsory education law (p. 146) which regulates the employment of children until sixteen years of age. The amendment of 1904 to the Montana constitution was carried out by the legislature of that state in a law (chap. 16) forbidding the employment of children under sixteen years of age in mines.

The New York assembly passed four laws (chaps. 280, 493, 518, and 519) amending existing laws on the general subject, and specifically as to employment certificates and engaging in street trades, extending the restrictions of the last-named law to cities of the second class. The Oregon act of 1903 was entirely revised and reenacted (chap. 208); the amended act forbids work by children under sixteen years of age between 6 P. M. and 7 A. M., instead of between 7 P. M. and 6 A. M., as before, and provides for employment certificates for children between the ages of fourteen and sixteen. Compulsory school attendance is also provided.

The Pennsylvania legislature passed an act (No. 222) forbidding the employment of children under sixteen years of age in anthracite mines, and making provision for employment certificates for all minors employed in or around any such colliery. It may be noted that the requirement as to employment certificates has been

declared unconstitutional by a court of common pleas, and is now (March 1) before the superior court of the state on appeal. The provision as to the age limit is not, however, in question. The revision of the factory-inspection law of the same state (No. 226) advances the age limit for the employment of children in general from thirteen to fourteen years, and forbids the labor of those under sixteen between 9 P. M. and 6 A. M., subject to certain exceptions. The law as to employment certificates is also elaborated with a view to greater effectiveness.

In Rhode Island (chap. 1215) the age limit for employment was raised from twelve to thirteen years, with the requirement that it should be fourteen years after December 31, 1906. Employment certificates are to be procured for children under sixteen years of age. Children employed under the age of fifteen must have certificates according to a Washington statute (chap. 162), which also contains requirements as to school attendance. The West Virginia statute forbidding the employment of children under twelve years of age is extended (chap. 75) to include mercantile establishments in its provisions, and also prohibits the employment of those under fourteen unless it is such as not to interfere with regular attendance at school. The powers of truant officers in Wisconsin are extended (chap. 246) to include the inspection of registers and of age and schooling certificates of children at work.

Of laws of less general effect may be noted the Illinois law forbidding the employment of women and children in mines. This act amends a former law and raises the age of employment for boys from fourteen to sixteen years (p. 326), while the Missouri statute on the same subject (p. 237) advances the age limit from twelve years, or fourteen if illiterate, to fourteen and sixteen years respectively. The Hawaiian statute (No. 67) forbidding the employment of minors in saloons may also be mentioned here. In New Hampshire (chap. 49) the same restriction applies to all females, and to male minors unless serving liquors to registered guests or with meals.

The earnings of an abandoned minor or the child of profligate parents are secured to such minor by an act of the Wisconsin legislature (chap. 226). In a number of southern states able-bodied parents hiring out their children and living in idleness on their earnings are punishable as vagrants. North Carolina now has such a law (chap. 391), applicable to able-bodied men living on the

earnings of a mother, wife, or minor child, unless such child has attained the age of eighteen years. The only law enacted by the Georgia legislature of last year coming within the purview of this article is one (p. 109) that modified its former statute on this particular subject so as to exempt from liability to such punishment parents who live in idleness on the earnings of their children, provided they have property or other means of support—an evident relaxation not in favor of the child.

The list of laws of this class is completed by an act of the Michigan legislature (No. 172), which forbids the employment of women in the operation of buffing-wheels or emery wheels or belts; and of Tennessee (chap. 171), requiring merchants employing female clerks to furnish them with seats and to allow the use of the same when their duties will permit.

Leaving out of account some twenty or twenty-five amendments of an effect so slight as not to demand notice in this summary, this brings to an end our review of the output of laws included under our title. Summing them all up, it is evident that the industrial interests of the country are receiving a large degree of consideration from its lawmakers, and that this interest expresses itself in most instances in intelligent and well-directed efforts to improve the conditions of the workingman. The notable need would appear to be a security for the workingman in the midst of the dangers of the tremendous mechanical operations which characterize present-day industrial undertakings, by some form of insurance or compensation which would not leave him to bear alone the losses occasioned by inevitable accident; and the provision in certain jurisdictions of a better regulation of child labor. On the whole, however, there is obviously much that is encouraging.

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